



Responsible Business Ambitions & Pledges 2021-2022









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We are committed to driving positive change in our **communities**, minimising our impact on the **environment**, and ensuring an inclusive, diverse and supportive culture for our **people**.

Our 30 ambitions challenge us to continually improve, while being open and transparent about our progress.

Our ambitions will be measured from July 2021 to the end of 2022; they will be updated and communicated to all our people on a quarterly basis (including Group Board).








	Focus area	Objective	Ambitions 2021-2022	Status
PEOPLE	Diversity & Inclusion	To maintain gender balance across the firm and improve gender balance across our membership	1. To maintain our firm's gender balance of 61% female (SRA benchmark is 49%)	
			2. To increase female membership representation by 5% to 38%	
			3. To elect a member/senior leader to be accountable for gender, diversity & inclusion (part of the Women in Law pledge)	
		To improve the racial diversity of our firm and membership	4. To increase the firm's representation of racial diversity by 2% to align with the SRA benchmark of 21%	
			5. To increase the racial diversity of our member representation by 2% to 10%	
			6. To appoint at least one racially diverse board member (part of the Race at Work Charter) & to appoint a member/senior leader for race (part of the Change the Race:Ratio pledge)	










Complete



In progress

	Focus area	Objective	Ambitions 2021-2022	Status
PEOPLE	Diversity & Inclusion	To understand our diversity data	7. To understand the reasons why people choose “prefer not to say” across the different protected characteristics	
			8. To collect data and understand the diversity portfolio of our people pipeline: unsuccessful/declined candidates, people progression (promotion), and leavers	
		To provide an open, supportive & inclusive environment that ensures everyone can be their authentic selves	9. To strengthen our More in Common network by setting a clear purpose, structure, and communications plan, taking accountability and monitoring engagement	
	Wellbeing	To engage and educate our people on the importance of wellbeing	10. To engage our people on all areas of wellbeing (financial, physical, social and mental) through a series of engaging, motivating and impactful interactions & events.	
		For our leadership and managers to understand the importance of, and actively promote, wellbeing	11. For 100% of our managers to complete wellbeing training	
		To provide practical and emotional support for those who need it at all levels of the organisation	12. To embed our Mental Health First Aiders (MHFAs) in our wellbeing programme	
		To understand our people's wellbeing	13. To include at least one question relating to our people's wellbeing in our Snapshot surveys	









	Focus area	Objective	Ambitions 2021-2022	Status
ENVIRONMENT	Education & engagement	To continue to engage and educate our people on sustainability issues	14. To establish a rolling 12 month education and engagement plan whereby 40% of our people have taken part in an environmental campaign	
	Energy efficiency	To ensure our offices are using renewable energy	15. For all our registered offices to use 100% renewable energy	
	Waste reduction	To decrease our paper usage	16. To develop, communicate and embed a "paperlite approach" across our business, decreasing our paper usage by at least 60% compared to 2019	
		To decrease the amount of landfill waste	17. To maintain our day-to-day office landfill waste equal to that of 2020 (a 60% reduction compared to our 2019 landfill waste)	
	Carbon offsetting & neutrality	To achieve carbon neutrality, advancing to carbon negativity	18. To implement a plan to achieve carbon neutrality by 2025 and carbon negativity by 2030	
			19. To offset our emissions until we reach carbon neutrality (part of The Climate Pledge and B Corporation accreditation)	
	Sustainable practices	To embed circular economy principles when refitting or updating any of our physical environments	20. For 80% of the furniture in our existing offices to be put into the circular economy as part of any office refurbishments	



Complete



In progress

	Focus area	Objective	Ambitions 2021-2022	Status
ENVIRONMENT	Sustainable practices	To ensure sustainable practices across our office supplies	21. For 75% of our office stationery and office supplies to be sustainably sourced or recyclable	
	Supplier relations	To work with our suppliers to ensure we are aligned in our principles and values	22. To ensure our main suppliers and any new suppliers are aligned to our principles and values	
		To establish a deeper partnership with our suppliers, identifying collaborative ways to become more sustainable	23. To identify initiatives with our suppliers to collaboratively minimise our impact on the environment	
COMMUNITIES	Volunteering	To provide opportunities for our people to drive positive change across our communities	24. To launch a group-wide volunteering programme, providing our people with a range of opportunities to volunteer in our communities	
			25. For 10,000 hours to be volunteered by our people	
		To dedicate time to supporting and inspiring young people into employment	26. To support over 350 young people through mentoring, employability or our virtual insights programmes	
	Corporate giving	As a group, to make financial contributions to charitable causes chosen by our people	27. To donate £24,000 to charitable causes through the Shakespeare Martineau Foundation	
			28. To create the Ampa Foundation, with representatives from across our house of brands	

	Focus area	Objective	Ambitions 2021-2022	Status
COMMUNITIES	Pro bono	To support our communities by dedicating our legal resources to help those in need	29. To introduce a group-wide pro-bono programme and expand on our existing relationships with the Free Legal Advice Group (FLAG) and the University of Nottingham Ingenuity programme	
	Commitment	To demonstrate we are using business as a force for good, balancing profit and purpose	30. To become a certified B Corporation	

 Complete  In progress

Our pledges demonstrate our commitment to improvement, and further hold us accountable to actions.

PEOPLE





WOMEN IN LAW PLEDGE:
a commitment for gender equality across the legal profession

ENVIRONMENT



COMMUNITIES



COMMITMENT



PENDING